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ABSTRACT

A Gallup/National Federation of Independent Business telephone survey of 950 small businesses was undertaken to determine attitudes toward parental leave. The sample was subdivided into four groups: businesses with 2-14 employees, 15-49 employees, 50-99 employees, and 100 or more employees. Questions pertained to existing policies for time off for family illness or childbirth, including such related issues as differential policies, limited leave, leave with pay versus without pay, eligibility, purpose in establishing a leave policy, individual requests, proposed laws regarding family leave, numbers of requests made, how to make up for the employee's absence, problems caused by family leave, and rehires. Responses are presented in tabular form, but no analysis is provided. (LB)

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NFIB NEWS

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SMALL BUSINESS AND FAMILY LEAVE

A GALLUP/NFIB SURVEY OF 950 SMALL BUSINESSES

Hold for Release Until 2 p.m. Monday, May 6, 1991

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NFIB SURVEY ON PARENTAL LEAVE

The following are the results of a telephone survey conducted by the Gallup Organization during the weeks of March 25 through April 19 across a sample of 950 small and independent business owner members of the National Federation of Independent Business. The sample was subdivided into four groups [businesses with 2-14 employees, 15-49 employees, 50-99 employees, and 100 employees or more]. The purpose of the subsamples was to obtain sufficient responses from owners of larger small firms to make observations about various sized businesses.

Survey results are presented in three ways. The column "Sm(all) Bus(iness) W(ei)ghted Total" contains the survey results weighting each subsample for its proportionate share of the total small business population. The weights applied were: 2-14 employees = 84.4%, 15-49 employees = 11.1%, 50-99 employees = 2.6%, and 100 employees or more = 1.9%. The column, "Empl(o)ye(e) W(ei)ghted Total," contains the survey results weighting each subsample for its proportionate share of people employed in small businesses. The weights applied were 27.5%, 50-99 employees = 14.3%, and 100 employees or more = 29.5%. The weights were developed from the Small Business Data Base. (See, The State of Small Business, 1990, Office of Advocacy, Small Business Administration, pp. 74-75 and 124-125.) Finally, the unweighted total response, "Survey Total" column, is presented for questions 2 through 8. The reason for this form of presentation is that the number of respondents to these questions was so small that weighting responses could provide misleading data. Therefore, the results of questions 2 through 8 should be considered no more than suggestive.

Empl* = employee size of business

	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*	Sm Bus Wghted Total	Emplye Wghted Total
1. Do you have a policy regarding employees who request time off for a serious family illness, including the birth of a child; or, do you handle such requests for time off on a case-by case basis?	n=260	n=236	n=231	n=233	n=950	n=950
1. Policy	1%	6%	14%	22%	2%	10%
2. Case-by-case	92	89	84	76	91	86
3. Never thought about it	7	5	2	1	6	4
4. Don't Know/No Answer	1	0	0	1	1	0

	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*	Survey Total
2. If "Policy" — Is the policy written and available to employees on request?	n=2	n=14	n=32	n=48	n=96
1. Yes	*%	*%	84%	98%	91%
2. No	*	*	13	2	8
3. Don't Know/No Answer	*	*	3	0	1
2a. Do you have a different policy for employees requesting time off to care for a sick family member and employees requesting time to deliver a child? If "Yes," which gives more time off — maternity leave or leave for a family illness?	n=2	n=14	n=32	n=48	n=96
1. Yes, maternity leave is more generous	*%	*%	25%	31%	31%
2. Yes, leave for family illness is more generous	*	*	0	10	6
3. No/About the same	*	*	66	53	57
4. Don't Know/No Answer	*	*	9	6	6
3. Which best describes your policy on such matters? Is it that:	n=2	n=14	n=32	n=48	n=96
1. An employee can come back to work when he or she is ready	*%	*%	22%	33%	31%
2. Time off is given, but it is limited	*	*	69	58	62
3. No Time off is given, but you try to rearrange the employee's schedule or duties	*	*	3	4	3
4. No time off given	*	*	0	0	0
5. Don't Know	*	*	6	2	4
4. If limited leave given — What is the limit? (Open)	n=1	n-8	n=22	n=28	n=59
1. Less than one week	*%	*%	4%	4%	5%
2. A week to a month	*	*	14	18	17
3. One to three months	*	*	59	32	41
4. Three months or more	*	*	14	28	24
5. Don't Know/No Answer	*	*	9	18	13

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	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*	Survey Total
5. Is the time an employee spends on family leave with pay or without pay?	n=2	n=14	n=29	n=44	n=89
1. Without pay	*%	*%	70%	68%	69%
2. With pay and/or disability	*	*	10	11	12
3. With disability for maternity leave and without pay for a family illness or paternity leave	*	*	0	5	6
4. (Depends on other factors, e.g., length of employment)	*	*	10	14	11
5. Don't Know/ No Answer	*	*	10	2	2
6. How long does an employee have to be work for your firm to be eligible for family leave? (Open)	n=2	n=14	n-29	n=44	n=89
1. Less than four months	*%	*%	45%	46%	45%
2. Four months to a year	*	*	31	27	27
3. More than a year	*	*	14	16	18
4. Don't Know/No Answer	*	*	10	11	10
7. Does your family leave policy apply identically to male and female employees?	n=2	n=14	n=29	n=44	n=89
1. Yes, Identically	*%	*%	87%	84%	86%
2. Identical for family illness; different for birth of a child	*	*	7	2	3
3. No, different for males and females	*	*	0	9	6
4. Family leave for males has never been an issue	*	*	3	5	4
5. Don't Know/No Answer	*	*	3	0	1
8. Why did you establish a family leave policy? Was it because:	n=2	n=14	n=32	n=48	n=96
1. You had so many requests for leave that you needed a policy	*%	*%	6%	6%	6%
2. A state law or regulation forced you to	*	*	9	8	7
3. You established a policy to avoid potential problems	*	*	25	42	38
4. It was part of a union contract or labor negotiation	*	*	3	4	4
5. To use as a benefit to attract employees	*	*	31	27	27
6. Don't Know/No Answer	*	*	3	13	9

	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*	Sm Bus Wghted Total	Emplye Wghted Total
9. If you handle requests for time off on an individual-by-individual basis, what factors do you use (or would you use) to determine whether to give leave or how much leave to give?	n=258	n=222	n=199	n=175	n=854	n=854
A. The number of prior requests the employee has made for time off						
1. Very Important	35%	37%	32%	32%	35%	34%
2. Important	44	42	46	46	44	44
3. Not Too Important	11	15	14	15	12	14
4. Not At All Important	5	4	7	5	4	5
5. Don't Know/No Answer	5	2	1	2	5	3
B. The length of time the employee has worked for you						
1. Very Important	26%	29%	28%	25%	27%	27%
2. Important	47	47	48	51	47	48
3. Not Too Important	17	16	18	17	17	17
4. Not At All Important	8	6	5	7	7	7
5. Don't Know/No Answer	2	1	2	0	2	1

	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*	Sm Bus Wghted Total	Emplye Wghted Total
C. Whether the business is busy at the time						
1. Very Important	38%	38%	31%	29%	38%	34%
2. Important	42	37	35	43	41	40
3. Not Too Important	12	18	26	18	14	18
4. Not At All Important	6	6	8	8	6	7
5. Don't Know/No Answer	2	0	0	2	1	1
D. The difficulty of replacing the employee						
1. Very Important	39%	35%	33%	33%	38%	35%
2. Important	35	40	39	41	36	39
3. Not Too Important	17	16	16	18	17	17
4. Not At All Important	6	7	9	8	6	7
5. Dont' Know/No Answer	3	2	3	0	3	2
E. The seriousness or nature of the employee's family situation						
1. Very Important	46%	47%	44%	42%	46%	45%
2. Important	43	45	45	51	43	46
3. Not Too Important	5	4	5	3	5	4
4. Not At All Important	4	2	4	3	4	3
5. Don't Know/No Answer	3	2	3	1	2	2
F. The employee's value to the business						
1. Very Important	44%	49%	49%	46%	45%	46%
2. Important	47	41	38	42	46	43
3. Not Too Important	4	5	6	7	5	6
4. Not At All Important	3	3	5	4	3	4
5. Don't Know/No Answer	2	2	2	1	1	1
G. The amount of time the employee intends to take						
1. Very Important	43%	43%	42%	37%	43%	41%
2. Important	44	42	49	53	44	47
3. Not Too Important	7	12	5	7	7	8
4. Not At All Important	3	2	4	3	3	3
5. Don't Know/No Answer	3	1	0	0	3	1
10. If a typical employee, someone working for the average wage, average job tenure, etc., asked you t omorrow for indefinite time off to care for a seriously ill child or parent, what would you be most likely to say? Would you say:	n=258	n=222	n=199	n=175	n=854	n=854
1. You can have time off; your job will be here when you come back	23%	21%	18%	23%	23%	22%
2. You can have time, but I can't hold your job open indefinitely	45	49	56	56	46	51
3. I can't give you more than a day or two off, but let's try to rearrange your schedule	16	16	13	10	16	14
4. At most I can give you a day or two, but I have to have someone in the job	11	9	10	6	11	9
5. Don't Know/No Answer	4	5	3	5	4	4
11. If the law required you to provide unpaid family leave of up to 90 working days a year, how would change the way you currently handle requests for family leave	n=252	n=234	n=231	n=223	n=940	n=940
1. Generally increase the amount of time off	17%	26%	29%	38%	19%	28%
2. Generally decrease the amount of time off	25	17	19	8	23	17
3. Increase time off for some and decrease for others	13	16	11	11	13	13
4. (Nothing/Wouldn't change much of anything)	29	29	29	30	30	29
5. Don't Know/No Answer	15	13	11	13	15	13

	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*	Sm Bus Wghted Total	Emplye Wghted Total
12. If the law required you to provide unpaid family leave of up to 90 working days a year, would you be more likely or less likely to:	n=260	n=236	n=231	n=223	n=950	n=950
A. Require a doctor's excuse or other documentation before granting leave						
1. More Likely	74%	82%	84%	82%	76%	80%
2. Less Likely	12	7	2	4	11	7
3. (No More or Less Likely)	13	10	14	14	13	13
4. No Answer	1	1	0	0	0	0
B. Hire young women						
1. More Likely	12%	4%	6%	5%	11%	7%
2. Less Likely	46	42	38	32	45	40
3. (No More or Less Likely)	39	51	53	59	41	50
4. No Answer	3	1	3	4	3	3
C. Reduce or eliminate other employee benefits such as paid vacations, unpaid personal leave or health insurance						
1. More Likely	55%	50%	52%	46%	55%	51%
2. Less Likely	17	16	14	18	16	17
3. (No More or Less Likely)	24	31	30	33	25	29
4. No Answer	4	3	3	3	4	3
D. Reduce the number of jobs for low-skilled workers						
1. More Likely	48%	37%	34%	31%	46%	38%
2. Less Likely	18	20	19	17	18	19
3. (No More or Less Likely)	29	39	45	47	31	40
4. No Answer	5	4	2	5	5	4
13. Within the last three years, have you had an employee request time off for a serious family illness or to give birth?	n=260	n=236	n=231	n=223	n=950	n=950
1. Yes	29%	60%	73%	78%	34%	59%
2. No	71	40	27	21	66	41
3. Don't Know/No Answer	0	0	0	1	0	0
14. If Yes — About how many times has it occurred in the last three years? (Open)	n=75	n=142	n=168	n=175	n=560	n=560
1. Once	39%	25%	13%	5%	36%	22%
2. Two to three	43	45	35	21	42	38
3. Four to five	6	10	17	12	7	11
4. Six to nine	7	13	15	12	8	11
5. 10 or more	2	6	15	34	4	15
6. Don't Know/No Answer	3	1	5	6	3	3
15. Think of the most recent instance. Did it involve a serious family illness or birth?	n=75	n=142	n=168	n=175	n=560	n=560
1. Serious family illness	70%	46%	39%	33%	66%	48%
2. Birth	29	53	60	65	33	51
3. Don't Know/No Answer	1	1	1	2	1	1
16. What <u>best</u> describes how you handled the request for family leave?	n=75	n=142	n=168	n=175	n=560	n=560
1. Granted the request	95%	89%	87%	93%	94%	92%
2. Scaled back the time off requested, but gave leave	0	7	8	5	1	5
3. Rearranged the schedule and duties, but didn't give time off	4	1	4	0	4	2
4. Denied the request	0	0	1	1	0	0
5. Don't Know/No Answer	1	2	1	1	1	1

	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*	Sm Bus Wghted Total	Emplye Wghted Total
17. If leave given — How did you make up for the employee's absence? Did:	n=71	n=137	n=160	n=171	n=539	n=539
A. You hire a temporary employee?						
1. Yes	20%	32%	34%	35%	22%	30%
2. No	80	67	64	65	78	70
3. Don't Know/No Answer	0	1	0	0	0	0
A1. If Yes — Did that temporary employee eventually draw unemployment benefits?	n=14	n=44	n=55	n=59	n=172	n=172
1. Yes	*%	7%	15%	8%	7%	8%
2. No	*	89	75	72	80	79
3. Don't Know/N/A	*	4	10	20	13	13
B. You have other employees cover or work more hours?	n=71	n=137	n=160	n=171	n=539	n=539
1. Yes	79%	85%	91%	87%	80%	85%
2. No	20	15	9	13	19	15
3. Don't Know/No Answer	1	0	0	0	1	0
C. You or a family member of yours work more hours?						
1. Yes	93%	55%	43%	32%	86%	57%
2. No	7	45	57	68	14	43
3. Don't Know/No Answer	0	0	0	0	0	0
D. The work did not get done; it was postponed						
1. Yes	34%	26%	24%	24%	32%	27%
2. No	66	74	76	75	68	73
3. Don't Know/No Answer	0	0	0	1	0	0
E. You sent the work to another firm to be done						
1. Yes	7%	4%	6%	2%	7%	5%
2. No	93	96	94	97	93	95
3. Don't Know/No Answer	0	0	0	1	0	0
F. You limited the amount of business you accepted for awhile						
1. Yes	23%	8%	8%	6%	20%	11%
2. No	76	92	92	94	79	89
3. Don't Know/No Answer	1	0	0	0	1	0
G. You reduced customer services — made fewer sales calls, etc.						
1. Yes	31%	14%	17%	12%	28%	19%
2. No	69	85	83	88	72	81
3. Don't Know/No Answer	0	1	0	0	0	0
18. What was the principal problem caused by the employee's absence?	n=71	n=137	n=160	n=171	n=539	n=539
1. Finding a temporary replacement	6%	1%	7%	5%	5%	4%
2. Increased workload for others	37	33	35	31	36	34
3. Cost of maintaining benefits and paying the replacement	6	4	4	6	5	5
4. Training the replacement	3	8	8	12	3	8
5. Lost productivity/disruption of work or client relationship	20	13	10	12	19	14
6. Shifting workers around to fill in	17	30	29	26	19	25
7. None/No real problems	11	6	2	4	10	6
8. Other	0	5	8	4	1	4
9. Don't Know/No Answer	0	0	0	0	0	0

	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*	Sm Bus Wghted Total	Emplye Wghted Total
19. Did you continue to pay all or part of the absent employee's health insurance premium?	n=71	n=137	n=160	n=171	n=539	n=539
1. Yes	45%	72%	72%	82%	50%	67%
2. No	10	4	9	6	9	7
3. Employee not covered by health insurance	45	23	18	10	41	25
4. No Answer	0	1	1	3	0	1
20. When family leave was given in the last three years, did an employer ever:	n=75	n=148	n=168	n=175	n=566	n=56
A. Not use the leave for the intended purpose						
1. Yes	15%	8%	17%	14%	14%	13%
2. No	83	85	76	78	83	81
3. Don't Know/No Answer	2	8	7	8	3	6
B. Quit just before he or she was supposed to return						
1. Yes	8%	21%	37%	37%	11%	24%
2. No	91	78	61	61	88	74
3. Don't Know/No Answer	1	1	2	3	1	2
C. Use the family illness as an excuse to get out of things at work they didn't want to do						
1. Yes	19%	14%	23%	18%	18%	18%
2. No	77	81	75	76	78	78
3. Don't Know/No Answer	4	5	2	6	4	4
D. Stay out longer than necessary						
1. Yes	25%	23%	31%	25%	25%	25%
2. No	74	73	64	69	73	71
3. Don't Know/No Answer	1	5	5	6	2	4
21. Suppose an employee quit his or her job to care for a sick family membr or to give birth. Would you be likely to rehire that person when a job opened for which he or she is qualified?	n-260	n=236	n=231	n=223	n=950	n=950
1. Yes, likely	74%	68%	71%	73%	73%	72%
2. No, unlikely	7	10	7	5	7	7
3. Totally dependent on prior employee performance and other job applicants	18	22	19	20	19	20
4. No Answer	1	0	2	2	1	1
22. What if the government required employers to notify such former employees of any job opening for which they are qualified? Would you favor or oppose such a law?	n=260	n=236	n=231	n=223	n=950	n=950
1. Favor	20%	14%	10%	6%	19%	13%
2. Oppose	76	83	85	92	77	84
3. (Don't Care)	3	2	3	1	3	2
4. No Answer	1	1	2	1	1	1
23. Please tell me a little about the people working for you. How many employees work: (Open)	n=260	n=236	n=231	n=223		
A. Full-time (ave)	5	24	57	154		
B. Part-time (ave)	1	9	34	48		
24. How many are:						
A. Full-time employ-under the age of 40 (ave)	1	4	15	45		
B. Part-time employee are women under the age of 40 (ave)	1	3	14	28		

	2-14 Empl*	15-49 Empl*	50-99 Empl*	100+ Empl*
25. How many are:				
A. Full-time employees are paid less than, or within a few cents of, the minimum wage (ave)	1	1	2	5
B. Part-time employees are paid less than, or within a few cents of, the minimum wage (ave)	1	3	7	16
Demographic information —				
Sex (interviewer designation)				
1. Male	79%	84%	87%	86%
2. Female	21	16	13	14
Please tell me how old you are?				
1. < 30	4%	4%	0%	3%
2. 30 thru 39	24	22	22	20
3. 40 thru 49	31	31	27	35
4. 50 thru 59	25	22	32	22
5. 60+	15	20	19	20
6. No Answer	1	0	0	0
State (member data)				
SIC (member data)				